



U.S. Department of Homeland Security

Strategic Area 1: EARLY LEARNING

Objective 1.1.a: Data, Funding and Programs – For this section, the Agency should identify grant opportunities, programs, or initiatives that benefit Hispanic students in early learning and/or increase the participation of Hispanic students in early care or learning programs. This may include any programs that may benefit students, teachers, parents, or the general population as a whole. In addition, report on how the Agency considers and collects demographic data on the Latino population and diversity within it (e.g. ethnic and/or gender) to create relevant funding models and policies.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
US Customs and Border Protection (CBP) Law Enforcement Explorer Program https://www.cbp.gov/careers/oureach-programs/youth/explorer-program	FY 2015	1,200 8 th grade – college	80 percent	None (mainly fundraising)	Charles Maxwell (Border Patrol) (956) 983-1171 Jonathan McElhaney, Field Operations (202)-344-1752 Michelle Lane, Human Resources (202) 863-6265	a. Character building/life skills. b. Learn law enforcement skills.
Coast Guard Sector Lake Michigan Partnership in Education (PIE) program to provide mentors and tutoring services to encourage academic achievement and enhance education opportunities for elementary students. http://www.uscg.mil/civilrights/OutreachPrograms/PIE/Resources.asp	2014-15 school year	300+	Approximately 100	Volunteering	Ms. Gwendolyn White, CG Partnership in Education (PIE) Manager Coast Guard (CG) Headquarters 202-372-4519	a. Education Outreach: Engage educators and other community members in creating enhanced education opportunities for students especially in communities with large, underserved populations. b. Education Outreach: Mentor and tutor students in academic areas where additional support is needed.



Coast Guard Sector San Juan Partnership in Education (PIE) program to provide mentors and tutoring services to encourage academic achievement and enhance education opportunities for elementary students.	2014-15 school year	100+	Approximately 90	Volunteering	Ms. Gwendolyn White, CG Partnership in Education (PIE) Manager Coast Guard Headquarters 202-372-4519	a. Education Outreach: Engage educators and other community members in creating enhanced education opportunities for students especially in communities with large, underserved populations. b. Education Outreach: Mentor and tutor students to improve their overall academic performance.
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Objective 1.1.b: Communication and Outreach – This section should include information on how the Agency conducts outreach to the Hispanic community, specifically to parents and communities, to make them aware of benefits of family planning, early care and learning, parental engagement and wraparound services. The Agency can include any partnerships or collaborations it may have with State or Local educational agencies, businesses, or philanthropic or nonprofit organizations.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
Coast Guard participates in LATINO Magazine's quarterly AHORA Student Days and Nuestro Futuro events. Coast Guard personnel engage and interact with Hispanic high school students to share information on Coast Guard employment and training opportunities in both the military and civilian sectors. Coast Guard advertises in LATINO Magazine and provide access to Hispanic Coast Guard members to	Quarterly	20,000	1,500	\$20,000	Mr. Damien Terry Diversity Outreach Program Manager Coast Guard Headquarters 202-475-5254	a. Outreach: Raising awareness of the Coast Guard as a pathway for college and future careers. b. Outreach: Expose students to Hispanic role models.



highlight careers and accomplishments in magazine articles.						
Coast Guard participates in the National Organization for Mexican American Rights (NOMAR) annual conference. Coast Guard personnel engage and interact with Hispanic high school students to share information on Coast Guard employment and training opportunities in both the military and civilian sectors.	Oct 2014 (Annually)	1000	400	\$2,500	Mr. Damien Terry Diversity Outreach Program Manager Coast Guard Headquarters 202-475-5254	a. Outreach: Raising awareness of the Coast Guard as a pathway for college and future careers. b. Outreach: Expose students to Hispanic role models. c. Outreach: Provide professional development through a series of Coast Guard led workshops.
Coast Guard participates in the National Image Inc. annual training conference. Coast Guard personnel engage and interact with Hispanic high school students to share information on Coast Guard employment and training opportunities in both the military and civilian sectors.	Aug 2015 (Annually)	800	200	\$10,000	Mr. Damien Terry Diversity Outreach Program Manager Coast Guard Headquarters 202-475-5254	a. Outreach: Raising awareness of the Coast Guard as a pathway for college and future careers. b. Outreach: Expose students to Hispanic role models. c. Outreach: Provide professional development through a series of Coast Guard led workshops.



Strategic Area 2.1: K-12 EDUCATION – STEM

Objective 2.1.a: Data, Funding and Programs – For this section, the Agency should identify grant opportunities, programs, or initiatives that benefit Hispanic students in STEM education and/or increase the participation of Hispanic students in STEM programs and education. This may include any programs that may benefit students, teachers, parents, or the general population as a whole. In addition, report on how the Agency considers and collects demographic data on the Latino population and diversity within it (e.g. ethnic and/or gender) to create relevant funding models and policies.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
Coast Guard Research and Development Center Partnership in Education (PIE) program to provide instructional support and tutoring services to encourage academic achievement and enhance education opportunities for middle school students. https://www.uscg.mil/civilrights/outreachprograms/pie.asp	2014-15 school year	Totals not captured. 6 th , 7 th and 8 th grade students at one local school	Approximately 70% of the participating students	Volunteering	Ms. Gwendolyn White, CG Partnership in Education (PIE) Manager Coast Guard Headquarters 202-372-4519	a. Engage educators and other community members in creating enhanced education opportunities and career awareness for students especially in communities with large, underserved populations. b. Education Outreach: Provide hands-on science instruction to increase student knowledge of science concepts, enhance academic achievement and prepare students for science fair programs.
Coast Guard Sector San Juan Partnership in Education (PIE) program to provide instructional support, encourage academic achievement and enhance education opportunities for K-12 grade students. https://www.uscg.mil/civilrights/outreachprograms/pie.asp	2014-15 school year	More than 30 students	100%	Volunteering	Ms. Gwendolyn White, CG Partnership in Education (PIE) Manager Coast Guard Headquarters 202-372-4519	a. Education Outreach: Engage educators and other community members in creating enhanced education opportunities and career awareness for students especially in communities with large, underserved populations. b. Education Outreach: Provide instructional support for science programs involving Pre-K and Kindergarten students.



Coast Guard Partnership in Education (PIE) program in collaboration with the Association of Naval Services Officers (ANSO) https://www.uscg.mil/civilrights/outreachprograms/pie.asp http://www.ansomil.org/	2014-15 school year	150 students in grades 9-12	100%	Volunteering	Ms. Gwendolyn White, CG Partnership in Education (PIE) Manager Coast Guard Headquarters 202-372-4519	a. Education Outreach: Engage educators and other community members in creating enhanced education opportunities and career awareness for students especially in communities with large, underserved populations. b. Education Outreach: Mentor and tutor students to improve their overall academic performance.
Coast Guard Sector New Orleans Partnership in Education (PIE) program in collaboration with Puentes New Orleans, a local nonprofit organization. Mentor students in the Escalera Program, a local STEM focused afterschool program. http://puentesno.org/	2014-15 school year	Over 200 11 th and 12 th grade students	100%	Volunteering	Ms. Gwendolyn White, CG Partnership in Education (PIE) Manager Coast Guard Headquarters 202-372-4519	a. Education Outreach: Engage educators and other community members in creating enhanced education opportunities and career awareness for students especially in communities with large, underserved populations. b. Education Outreach: Mentor students and provide tutoring in STEM field areas of study. Assist students with preparation of scholarship applications, college applications, FAFSA forms and other college-prep related forms.



Objective 2.1.b: Communication and Outreach – This section should include information on how the Agency conducts outreach to the Hispanic community, specifically to students, educators, institutions of higher education, and stakeholders, to make them aware of funding opportunities and activities that invest in or support STEM education. This may include grants, scholarships, and efforts to bring awareness to the Hispanic community about the benefits of STEM education.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
Coast Guard promotes career and training opportunities in the Mexican Association of Engineers and Scientists (MAES) Magazine as well as the career fair	Ongoing/Annually	Thousands of members/readers	N/A	N/A	Mr. Damien Terry Diversity Outreach Program Manager Coast Guard Headquarters 202-475-5254	a. Increase the number of Mexican Americans and other Hispanics in the technical and scientific fields and to promote, cultivate and honor excellence in education and leadership among Latino engineers and scientists.
Coast Guard participates in the annual Great Minds in STEM Conference. Coast Guard personnel engage and interact with Hispanic high school students to share information on Coast Guard employment and training opportunities in both the military and civilian sectors. http://www.greatmindsinstem.org/conference/conference-home	Oct 2014 (annually)	2000	1200	\$25,000	Mr. Damien Terry Diversity Outreach Program Manager Coast Guard Headquarters 202-475-5254	a. Outreach: Raising awareness of the Coast Guard as a pathway for college and future careers. b. Outreach: Expose students to Hispanic role models. c. Outreach: Provide professional development through a series of Coast Guard led workshops.
Coast Guard participates in the annual Mexican Association for Engineers and Scientist (MAES) Conference. Coast Guard personnel engage and interact with Hispanic high	Oct 2014 (annually)	1000	500	\$2,500	Mr. Damien Terry Diversity Outreach Program Manager Coast Guard Headquarters 202-475-5254	a. Outreach: Raising awareness of the Coast Guard as a pathway for college and future careers. b. Outreach: Expose students to Hispanic role models. c. Outreach: Provide professional



school students to share information on Coast Guard employment and training opportunities in both the military and civilian sectors. http://mymaes.org/ http://mymaes.org/program-item/maes-scholarships/						development through a series of Coast Guard led workshops.
The U.S. Secret Service (USSS) Outreach Branch (ORB) along with representatives from the USSS Information Resources Management Division attended a hiring manager information meet and greet at the University of Maryland University College, Largo, MD.	9/18/2015	This event focused on bringing hiring managers together with individuals in STEM-related fields.				a. The objective was to meet with attendees and provide information on the STEM career fields within the Secret Service Administrative, Professional and Technical positions. We also utilized this opportunity to recruit a diversified applicant pool for additional careers with the USSS, to include Special Agent; and Uniformed Division Officers.
Coast Guard Great Minds in STEM (GMIS) Annual Conference Technology programs (K-12 educational programs)	Annually	Thousands of conference participants	N/A	N/A	Mr. Damien Terry Diversity Outreach Program Manager Coast Guard Headquarters 202-475-5254	a. Inspire and motivate underserved students to pursue careers in Science, Technology, Engineering and Math (STEM) b. Mentorship of teams to compete in College Bowls, c. Seminars on leadership and careers in STEM majors.



Strategic Area 2.2: K-12 EDUCATION – Latino Teacher Recruitment

Strategic Area 2.4: K-12 EDUCATION – College Access

Objective 2.4.a.: Data, Funding and Programs – For this section, the Agency should identify grant opportunities, programs, and any activities or initiatives that encourage, promote, strengthen and/or support college access for all students, including Hispanic students. The Agency can include college enrollment and affordability efforts with the goal of increasing participation of Hispanic students in job training, 2-year degrees and certificates and 4-year and beyond professional degrees. In addition, report on how the Agency considers and collects demographic data on the Latino population and diversity within it (e.g. ethnic and/or gender) to create relevant funding models and policies.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
Coast Guard participate in the Coast Guard Sector Lake Michigan Partnership in Education program to provide mentors and tutoring services to encourage academic achievement and enhance education opportunities for elementary students.	2014-15 school year	Totals not captured. Students in grades 6-12	Approximately 100	Volunteering	Gwendolyn White, CG Partnership in Education Manager Coast Guard Headquarters 202-372-4519	a. Education Outreach: Engage educators and other community members in creating enhanced education opportunities and career awareness for students especially in communities with large, underserved populations. b. Education Outreach: Mentor and tutor students to improve their overall academic performance.
Coast Guard participated in the Coast Guard Sector Marine Safety & Security Team Miami Partnership in Education program to provide mentors and tutoring and tutoring services to encourage academic achievement and enhance education opportunities for elementary students. https://www.uscg.mil/hq/cg5/c	2014-15 school year	Totals not captured. Students in grades K-8	80%	Volunteering	Gwendolyn White, CG Partnership in Education Manager Coast Guard Headquarters 202-372-4519	a. Education Outreach: Engage educators and other community members in creating enhanced education opportunities and career awareness for students especially in communities with large, underserved populations. b. Education Outreach: Mentor and tutor students to improve reading, writing and team-building skills.



g544/seapartners.asp						
Coast Guard Sponsored GENESIS Overnight: Genesis Invitational exposes prospective applicants and their parents to the Academy experience, specifically academics, military instruction, athletics, and cadet life. Through two days of shadowing a cadet and an overnight experience at the Coast Guard Academy	Oct 15 – Sept 16 a total of 3 programs	116	40	~\$75,000	Mr. Daniel Pinch, Associate Director Recruiting & Diversity, Coast Guard Academy 860-701-6327	a. Outreach: Raising awareness of the Coast Guard Academy as a pathway for college and future careers. b. Outreach: To generate applications from 12 th grade first generation and underrepresented minority students. Resulted in 75% application rate and 34% appointment rate.
Coast Guard participated in National Hispanic College Fairs: Coast Guard Academy Admissions Officers attend six National Hispanic college fairs across the nation. The events cater to over 125,000 Hispanic students nationwide.	Nov 14 – Feb 15	12000	10000	~\$15,000	Mr. Daniel Pinch, Associate Director Recruiting & Diversity, Coast Guard Academy 860-701-6327	a. Outreach: Raising awareness of the Coast Guard Academy as a pathway for college and future careers. b. Outreach: Coast Guard Academy Admissions Officers attended six National Hispanic college fairs across the nation attracting a large portion of potential Hispanic applicants. Numbers are estimates based on attendance at events.
Coast Guard participated in National High School Visits: Coast Guard Academy visits 628 High Schools nationwide, 18 of which were in Puerto Rico, with the purpose of recruiting a diverse, qualified class who met the compelling interests of the Academy, including a focus on under-	Oct 14 – Sept 15	1800+	1200	\$50,000	Mr. Daniel Pinch, Associate Director Recruiting & Diversity, Coast Guard Academy 860-701-6327	a. Outreach: Raising awareness of the Coast Guard Academy as a pathway for college and future careers. b. Outreach: High school students from across the country get to learn more about Coast Guard Academy and the opportunities and programs offered to URM's.



represented minorities. Potential post-high school opportunity which exists at the Coast Guard Academy.						*Numbers are estimates based on attendance at schools.
Coast Guard participated in Great Minds in STEM Visits: Coast Guard Academy meets three times with Great Minds in STEM senior leadership, a Hispanic focused Community Based Organization (CBO), to develop and schedule outreach events to expose Hispanic students to STEM education at the academy.	Oct 14 – Sept 15	6	6	\$3000	Mr. Daniel Pinch, Associate Director Recruiting & Diversity, Coast Guard Academy 860-701-6327	a. Outreach: Raising awareness of the Coast Guard Academy as a pathway for college and future careers. b. Outreach: Strategic planning to engage targeted students to follow STEM education at Coast Guard Academy.
Coast Guard participated in the Tiger Woods Foundation (TWF) Admissions Presentation: Coast Guard Academy Admissions staff (Fluent in Spanish) meet with students of the TWF in California, Florida and the Biennial Private College Symposium in Anaheim, California.	Feb 15 Jun 15 Sep 15 3 separate engagemen ts	100	60	\$10,000	Mr. Daniel Pinch, Associate Director Recruiting & Diversity, Coast Guard Academy 860-701-6327	a. Outreach: Raising awareness of the Coast Guard Academy as a pathway for college and future careers. b. Outreach: Established a partnership with the Community Based Organization (CBO) and outreach to their student population encouraging access to post High School education.
Coast Guard Academy Recruiting Event and Youth Basketball Clinic in Borinquen, Puerto Rico. Facilitated interaction of local students with Academy's men's basketball team.	Nov 14	30	25	\$3,000	Mr. Daniel Pinch, Associate Director Recruiting & Diversity, Coast Guard Academy 860-701-6327	a. Outreach: Raising awareness of the Coast Guard Academy as a pathway for college and future careers. b. Outreach: Interested students were able to have questions answered about the Academy and Coast Guard Careers, and cheer on the Bears. The game aired on ESPN2.



Coast Guard Academy Information Day (one the road) for Chicago residents. Diversity event targeting underrepresented minorities and expose students to the potential post-high school opportunity at the US Coast Guard Academy.	Sept 15	51	7	\$3,000	Mr. Daniel Pinch, Associate Director Recruiting & Diversity, Coast Guard Academy 860-701-6327	a. Outreach: Raising awareness of the Coast Guard Academy as a pathway for college and future careers. b. Outreach: Students are welcome to come by before, during, or after the Chicago National College fair. To interview for a spot in the class.
Coast Guard Academy Information Day (on campus) for various local predominantly Hispanic High Schools and expose Hispanic students to the potential post-high school opportunity at the US Coast Guard Academy.	Aug 15- Sept 15	41	40	\$100	Mr. Daniel Pinch, Associate Director Recruiting & Diversity, Coast Guard Academy 860-701-6327	a. Outreach: Raising awareness of the Coast Guard Academy as a pathway for college and future careers. b. Outreach: Targeted students given the opportunity to engage with faculty and staff exposing the students to a possible STEM education.
Coast Guard College Student Pre-Commissioning Initiative (CSPI) (Scholarship Program) to offset college tuition and associated expenses while providing a full time salary. http://www.gocoastguard.com/active-duty-careers/officer-opportunities/programs/college-student-pre-commissioning-initiative Program targets college juniors/seniors attending MSIs	Annual	All students attending MSIs	All Hispanic Students attending MSIs	\$1.1M	LT Patrick Bennett, CSPI Program Manager, Coast Guard Recruiting Command 202-795-6855	a. Diversity: Diversify the Coast Guard Officer Corp. b. Outreach: Raising awareness of Coast Guard as a pathway to fund college and future careers.



Objective 2.4.b.: Communication and Outreach – This section should include information on how the Agency supports or conducts outreach and amplification on the importance of college enrollment, access and affordability.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
Coast Guard participated in the annual Hispanic Association of Colleges and Universities (HACU) Conference where Coast Guard personnel engage and interact with over 400 Hispanic college students, executing outreach and providing mentoring, while sharing information on Coast Guard employment opportunities in both the military and civilian sectors.	Oct 2014 (annually)	1500	400+	\$35,000	Lieutenant Commander Richard Angelet, Minority Serving Institutions Liaison Officer Coast Guard Headquarters 202-475-5316	a. Outreach: Raising awareness of the Coast Guard as a pathway for college and future careers. b. Outreach: Provide professional development through a series of Coast Guard led workshops.
U.S. Secret Service delivered presentations on DHS for the following: Robinson Middle School – Plano, TX: Career Day and Mentoring Program JW Williams Middle School – Rockwall, TX: Career Day and Mentoring Program	03/06/2015 03/27/2015 05/15/2015 05/22/2015		Demographics are not collected by our agency.	No cost associated with events.	Clarence L Jorif Senior Special Agent Hispanic SEPM U.S. Secret Service – Dallas FO clarence.jorif@uss.s.dhs.gov (972)868-3160 / (213)435-8050 125 E John Carpenter Fwy #300 Irving, TX 75062	Interactive and informative presentations provide an overview of the U.S. Secret Service and the impact of higher education. Emphasis is placed upon how the achievement of dream potential can result in personal growth and future contributions to their families, communities, and our Nation. Presentations promote the importance of higher education



WHITE HOUSE INITIATIVE
ON EDUCATIONAL EXCELLENCE FOR HISPANICS

**FEDERAL INTERAGENCY WORKING GROUP ON
EDUCATIONAL EXCELLENCE FOR HISPANICS**
Fiscal Year 2015 Education Data Plans

Celia Hays Elementary School – Rockwall, TX: Career Day and mentoring Program						and provides incentive to fulfill their dreams by taking the necessary steps now to make them a reality in their not so distant future.
Greenwood Hills Elementary School – Richardson, TX: Career Day and Mentoring Program						



Strategic Area 3: POSTSECONDARY EDUCATION AND WORKFORCE DEVELOPMENT/TRAINING

Objective 3.1.a: Data, Funding and Programs – For this section, the Agency should identify grant opportunities, programs, and any activities, initiatives, or resources that support either job training or educational activities leading to degrees and certificates, including provision of grants and scholarships. Include efforts or partnerships with institutions of higher education, including Hispanic-Serving Institutions, that support or strengthen postsecondary education and workforce training completion. In addition, report on how the Agency considers and collects demographic data on the Latino population and diversity within it (e.g. ethnic and/or gender) to create relevant funding models and policies. Note: Do not include information collected through the annual MSI Data call led by the U.S. Department of Education’s HBCU Initiative.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
Office of the Citizenship and Immigration Services Ombudsman Provide individual case assistance to foreign-born students experiencing problems with USCIS https://www.dhs.gov/topic/cis-ombudsman	ongoing	Foreign-born students and potential students	Specific demographic data is not collected	Not specifically for education issues or Hispanic outreach.	Stacy Shore Acting Deputy Director 202-357-8397 Mail Stop 0180 Washington, DC 20528	a. Allow students to enroll in higher education in a timely manner. b. Assist students having trouble obtaining work authorization so that they may engage in practical training opportunities.
Federal Emergency Management (FEMA) Fire and Emergency Services Higher Education (FESHE) https://www.usfa.fema.gov/training/prodev/about_feshe.html	Continuous	No data available	No data available	N/A	Dr. Kirby Kiefer Acting Superintendent, National Fire Academy	a. This is an awareness program, informing fire departments and the National Association of Hispanic Firefighters of fire and emergency services degree programs.
Transportation Security Administration (TSA) TSA Mid-Level Leadership Development Program (MLDP)	FY16	60	8 Hispanic participants or 13%	Average cost per student \$11K	Tina Cariola – 571-227-1615	a. MLDP prepares participants for critical leadership positions through concentrated, focused training that includes shadowing, mentoring, and other



						<p>developmental opportunities.</p> <p>b. Focus is to build leadership bench strength capable of replacing leaders and retain personnel with strong, demonstrated leadership skills.</p> <p>c. Competency-based training for success.</p>
TSA Rising Leaders Development Program (RLDP)	FY16 Q2–Q4	100	13 Hispanic Participants or 13%	Average cost per student \$11K	Tina Cariola – 571-227-1615	<p>a. RLDP is aimed at building the next generation of leaders at TSA and is designed to prepare TSA field and HQ participants for mid- level leadership positions.</p> <p>b. Focus is to build on the critical competencies used in leadership positions and features hands on leadership training, shadowing, mentoring, and other developmental. opportunities.</p>
Transportation Security Agency (TSA) Leadership Education Program	FY16	214	12%	Total program cost= \$1M	Tina Cariola – 571-227-1615	<p>a. Designed to develop the leadership competencies required by OPM for advancement into leadership positions.</p> <p>b. Strengthen competencies necessary for effective leadership in executive positions within DHS.</p>
Coast Guard provides college seniors, recent graduates, or graduate students of a minority serving institutions (MSI)	Annual	All students attending MSIs	All Hispanic Students attending MSIs	\$1.1M	LT Patrick Bennett, CSPI Program Manager, Coast Guard Recruiting Command 202-795-6855	<p>a. Diversity: Diversify the Coast Guard Officer Corp.</p> <p>b. Outreach: Raising awareness of Coast Guard as a pathway to fund college and future careers.</p>



access to the CSPI-Student Loan Repayment Program (CSPI-SLRP), refunding \$10K per year up to \$60K maximum over a six-year period while serving in the Coast Guard. http://www.gocoastguard.com/active-duty-careers/officer-opportunities/programs/cspi-student-loan-repayment-program-cspi-slrp						
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Objective 3.1.b: Internships and Fellowships – In this section, the Agency should identify internship and fellowship opportunities available to students, including Hispanic students. The Agency may also include if it has any partnerships with other national or regional educational or Latino organizations, such as the Congressional Hispanic Caucus Institute or Hispanic Association of Colleges and Universities to offer these opportunities in an effort to increase postsecondary education and workforce training completion.

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
Immigration and Customs Enforcement (ICE) HERO Program https://www.ice.gov/hero	2x a year	88	19	\$250.000 year	Joseph Arata Chief, Strategic Recruitment, ICE	a. Education and Employment at ICE.
Overview of DHS Partnership with Pathways Program	Ongoing	416	7% were Hispanic which is comparable to 8% across federal government	N/A	DHS Office of the Chief Human Capital Officer	a. In FY 2015, DHS hired 416 students under the Pathways program. This is an increase from 334 during FY 2014. Approximately 46% identified as a member of diverse racial or ethnic group, slightly higher than the 43%



						in the overall DHS workforce. Also, approximately 46% are women, which compares to about 33% of the overall DHS workforce.
U.S. Citizenship and Immigration Services (USCIS) Student internship program, including the Pathways Programs https://www.uscis.gov/history-and-genealogy/our-history/internship-opportunity	FY 2015	130	3	\$75,650.92	Christine McMurchy (202) 587-9906, USCIS	a. Recruit applications from students from broad range of backgrounds for agency internships, including Hispanic students.
Customs and Border Protection Hispanic Serving Institutions (HSIs)	FY 2015	Not tracked	Not tracked	\$5,079 in recruitment efforts to HSIs	Michelle Lane, Human Resources (202) 863-6265	a. Educate students about various opportunities available. b. Recruit a diversity workforce particularly for law enforcement positions.
Cyber Student Volunteer Initiative https://www.dhs.gov/news/2016/01/06/dhs-announces-2016-cyber-student-volunteer-initiative https://www.dhs.gov/home/and-security-careers/secretarys-honors-program	Annually	27	14% Hispanics	N/A	DHS - Cybersecurity Management Support Initiative	a. Secretary's Honors Program Cyber Student Volunteer Initiative is for current college students pursuing a program of study in a cybersecurity-related field.
Blanket Purchase Agreement (BPA) with the Hispanic Association of Colleges and Universities and The Washington Center	Ongoing (created in FY15)	N/A	N/A	N/A	Office of the Chief Human Capital Officer	a. The BPA is in place to allow more access to diverse students in support of workforce needs and diversity and inclusion initiatives at DHS.



Science and Technology (S&T) Summer Research Program http://www.orau.gov/dhseducation/	Annually	N/A	N/A	N/A	DHS Science and Technology Directorate	a. Early career faculty and up to two students from Minority Serving Institutions (MSI) are selected as teams to participate in the Summer Research Team Program.
U.S. Customs and Border Protection (CBP) Explorer Program	Annual	N/A	N/A	N/A	U.S. Customs and Border Protection	a. The Explorer Program offers opportunities in character building, good citizenship, and fitness for young men and women ages 14 through 21. b. The CBP Explorer Program advisors conduct recruitment at local middle/high schools and colleges, including Hispanic Serving Institutions (HSIs), and at various recruitment and community events within the Southwest region.
Federal Management Agency (FEMA) Pathways Student Trainee Program http://careers.fema.gov/pathways-interns-recent-grads-pmfs	Annual (May – Sept)	Six State Region		Temporary, NTE 09/30 (R8 has five dedicated/funded positions per year)	Misty Kostick 303-235-4831, FEMA	a. Provides currently enrolled students (high school, college, trade schools, other qualifying educational institutions) with paid work opportunities to explore Federal careers while completing their education.
Federal Management Agency (FEMA) partnership with the Presidential Management Fellows (PMF) Program http://careers.fema.gov/pathways-interns-recent-grads-pmfs	Annual (October)	National		Dependent upon available program funding	Patricia Howell, 303-202-8906, FEMA	a. Entry-level, two-year, leadership development program for advanced degree candidates to attract & develop future Federal Government leaders.



FEMA Region IX involvement in UC Santa Barbara's Early Academic Outreach Program 's (EAOP) Fourth Education, Leadership, and Careers Conference for high school juniors	February 6, 2016	350 high school juniors	Of the 350 high school juniors approx.. 90% Hispanic	\$0	<p>Tammy Littrell, Mission Support Division Director, iPhone 303-941-7313, Tammy.Littrell@fema.dhs.gov</p> <p>Xushie Brue, Program Analyst, Ph. 510.627.7043, xusie.brue@fema.dhs.gov</p>	<p>a. Pre-college academic preparation program designed to increase college-going enrollment rates at all four higher education systems in California (UC, Cal State, California Community Colleges and private and independent schools). [The majority of those attending the conference are first generation, low-income students who are enrolled in USCB EAOP.]</p> <p>b. To inspire and motivate the students and to show them how education, leadership, and careers relate to each other and impact an individual's life and lifestyle opportunities.</p>
U.S. Secret Service Student Volunteer Service Program	Opportunities are announced annually	10	N/A		<p>www.usajobs.gov</p> <p>www.secretservice.gov/join/diversity/students/</p>	<p>a. The Student Volunteer Service Program is an unpaid internship program that provides undergraduate and graduate students a chance to be exposed to the dual mission of the Secret Service while working toward completion of their academic requirements.</p> <p>b. Students must maintain student eligibility and enrollment throughout the duration of the internship. Applicants who have graduated or will graduate prior to the completion of the</p>



						internship are ineligible to participate without proof of future enrollment in an accredited university.
Customs and Border Protection (CBP) Partnership with Pathways Program https://www.cbp.gov/career/s/outreach-programs/youth/student-s-recent-grads#	FY 2015	87 onboard	Not available (although 11 students enrolled in HSIs)	\$210,000 - salary to students who attend HSIs	Michelle Lane, Human Resources Management (202) 863-6265	a. Educate students about various opportunities available. b. Recruit a diversity workforce particularly for law enforcement positions.

Objective 3.1.c: Workforce Diversity – In this section, the Agency should include any activities, investments, outreach and/or recruiting programs intended to diversify the Agency’s workforce, including activities, investments, outreach and/or recruiting programs designed to create awareness of professional opportunities and increase the recruitment and hiring of Hispanics.

Strategic Activity	Timeframe	Total Population Served	Hispanic students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
U.S. Citizenship and Immigration Services (USCIS) conducted outreach events at 50 different HSIs on 63 different occasions and conducted various other outreach events as outlined in this section.	FY 2015				Christine McMurchy (202) 587-9906, USCIS	a. To help Hispanic communities address critical needs and challenges. b. Conducted outreach activities to engage with Hispanic communities and schools, including HSIs as well as places like public schools, community centers, libraries, and churches.



Immigration and Customs Enforcement (ICE) attended Hispanic Outreach events nationwide.	All Year	2,000	2,000	\$20,000	Joseph Arata Chief, Strategic Recruitment, ICE	a. 24% of ICE workforce is Hispanic.
Immigration and Customs Enforcement (ICE) attended a Diversity Affinity Group Conference - League of United American Citizen (LULAC)	4th QTR	4	N/A	\$8,660	ODCR - DMD Kenneth Bailey, (202) 732-0190, ICE	a. Advance agency EEO and Diversity goals. b. Increase diversity in hiring. c. Broaden knowledge of EEO and Diversity Management issues. d. Provide exposure that may impact future recruiting.
Immigration and Customs Enforcement (ICE) attended a Diversity Affinity Group Conference – ICE Hispanic Agents Association (HAA)	4 th QTR	51	N/A	\$60682	ODCR - DMD Kenneth Bailey, (202) 732-0190, ICE	a. Advance agency EEO and Diversity goals. b. Increase diversity in hiring. c. Broaden knowledge of EEO and Diversity Management issues. d. Provide exposure that may impact future recruiting. e. Actively participate in professional organizations to raise awareness of issues regarding employment, development and retention of Hispanics.
Immigration and Customs Enforcement (ICE) attended a Diversity Affinity Group Conference – Hispanic National Bar Association (HNBA)	4 th QTR	6	N/A	\$7,736	ODCR - DMD Kenneth Bailey, (202) 732-0190, ICE	a. Advance agency EEO and Diversity goals. b. Increase diversity in hiring. c. Broaden knowledge of EEO and Diversity Management issues. d. Provide exposure that may impact future recruiting.



Immigration and Customs Enforcement (ICE) participated in Special Emphasis Programs - Hispanic Heritage Month	4 th QTR	64	N/A	\$824.17	ODCR - DMD Kenneth Bailey, (202) 732-0190, ICE	a. Increase opportunities for employees to learn about other cultures.
Customs and Border Protection (CBP) provided outreach to Hispanic Serving Institutions (HSIs)	FY 2015	Not tracked	Not tracked	\$5,079 in recruitment efforts to HSIs	Michelle Lane, Human Resources (202) 863-6265, CBP	a. Educate students about various opportunities available b. Recruit a diversity. workforce particularly for law enforcement positions.
Office of Chief Human Capital Office (OCHCO) analyzed demographic data on Hispanic workforce through quarterly diversity scorecards, biannual diversity dashboards	Quarterly	N/A	N/A	N/A	Office of the Chief Human Capital Officer	a. Demographic data on Hispanics was used to inform recruiting and outreach operations.
Office of Chief Human Capital Office (OCHCO) completed annual Component Recruiting and Outreach Plans	Annual	N/A	N/A	N/A	Office of the Chief Human Capital Officer	a. Annual recruitment plans were completed by DHS Components based on workforce planning needs and using demographic data to inform recruiting and outreach planning.
Office of Chief Human Capital Office (OCHCO) executed Memoranda of Understanding with diverse Higher Education Associations, including HACU	Ongoing	N/A	N/A	N/A	Office of the Chief Human Capital Officer	a. Agreements enhance information sharing between DHS and minority serving institutions regarding careers, internships, and other forms of academic engagement.
DHS Senior Executive Service Candidate Development (SES CDP) Program https://www.dhs.gov/home	Annual	49	12% Hispanic	N/A	Office of the Chief Human Capital Officer	a. DHS SES CDP prepares high-performing GS-15 (or equivalent) individuals for positions in the department's Senior Executive Service.



land-security-careers/senior-executive-service-development						
Customs & Border Protection (CBP) Partnership with Labor Development Administration (Puerto Rico)	Oct 1, 2014	N/A	N/A	N/A	U.S. Customs & Border Protection	a. Information sharing and hiring tips.
Customs & Border Protection (CBP) participation in SEARS Safety & Security Weekend (Puerto Rico)	Oct 1-5, 2014	N/A	N/A	N/A	U.S. Customs & Border Protection	a. Information sharing and career fair.
DHS partnership with Hispanic Association of Colleges and Universities	Oct 10-12, 2014	N/A	N/A	N/A	<ul style="list-style-type: none"> • U.S. Coast Guard • Transportation Security Administration 	a. Information sharing. b. Career fair to increase Hispanic hiring.
Transportation Security Administration (TSA) participated in the Hispanic Chamber of Commerce Employment Business Fair	Oct 30, 2014	N/A	N/A	N/A	Transportation Security Administration	a. Information sharing. b. Career fair to increase Hispanic hiring.
Customs and Border Protection (CBP) in Hatillo Security Fair (Puerto Rico)	Nov 5, 2014	N/A	N/A	N/A	U.S. Customs & Border Protection	a. Information sharing. b. Career fair to increase Hispanic hiring.
DHS participation in HAPCOA (Hispanic American Police Command Officer Association Annual Conference)	Dec 2-4, 2014	N/A	N/A	N/A	<ul style="list-style-type: none"> • Transportation Security Administration • Federal Law Enforcement Training Center • U.S. Customs & Border 	a. Information sharing. b. Career fair to increase Hispanic hiring. c. Law enforcement focus.



					Protection	
Customs and Border Protection (CBP) participation in Road to Employment (Puerto Rico)	Feb 25, 2015	N/A	N/A	N/A	U.S. Customs & Border Protection	a. Information sharing. b. Career fair to increase Hispanic hiring.
Customs and Border Protection (CBP) participation in Puerto Rico Youth Challenge Educational/Job Fair	Feb 17, 2015	N/A	N/A	N/A	U.S. Customs & Border Protection	a. Information sharing. b. Career fair to increase Hispanic hiring.
Federal Emergency Management Agency (FEMA) participation in LULAC Emerge Latino Conference	Feb 11, 2015	N/A	N/A	N/A	Federal Emergency Management Agency	a. Information sharing. b. Career fair to increase Hispanic hiring.
Customs and Border Protection (CBP) engagement at Sacred Heart University – Puerto Rico	April 8, 2015	N/A	N/A	N/A	U.S. Customs & Border Protection	a. Information sharing. b. Career fair to increase Hispanic hiring.
Customs and Border Protection (CBP) participation in Workforce Solutions South Texas Job Fair	April 22, 2015	N/A	N/A	N/A	U.S. Customs & Border Protection	a. Information sharing. b. Career fair to increase Hispanic hiring.
Customs and Border Protection (CBP) participation in Juntos Moviendo tu Futuro Job Fair	April 29, 2015	N/A	N/A	N/A	U.S. Customs & Border Protection	a. Information sharing. b. Career fair to increase Hispanic hiring.
Customs and Border Protection (CBP) participation in Cayey-	May 22, 2015	N/A	N/A	N/A	U.S. Customs & Border Protection	a. Information sharing. b. Career fair to increase Hispanic hiring.



Aibonito Municipalities Job Fair						
U.S. Customs & Border Protection (CBP) Deming Career Expo	June 4, 2015	N/A	N/A	N/A	U.S. Customs & Border Protection	a. Information sharing. b. Career fair to increase Hispanic hiring.
Transportation Security Administration (TSA) participation in NYC Bilingual and Diversity Job Fair	April 1, 2015	N/A	N/A	N/A	Transportation Security Administration	a. Information sharing. b. Career fair to increase Hispanic hiring.
Transportation Security Administration (TSA) participation in DC Bilingual and Diversity Job Fair	May 20, 2015	N/A	N/A	N/A	Transportation Security Administration	a. Information sharing. b. Career fair to increase Hispanic hiring.
Transportation Security Administration (TSA) participation in National Latino Peace Officers Association (NLPOA)	June 17-20, 2015	N/A	N/A	N/A	Transportation Security Administration	a. Information sharing. b. Career fair to increase Hispanic hiring.
DHS participation in the League of United Latin Americans Citizens (LULAC) Conference	July 7-11, 2015	N/A	N/A	N/A	<ul style="list-style-type: none"> • U.S. Coast Guard • Immigration & Customs Enforcement • U.S. Secret Service • Transportation Security Administration 	a. Information sharing. b. Career fair to increase Hispanic hiring.
DHS Advertising/Marketing Campaigns: Recruitment Brochure	FY15	N/A	N/A	N/A	<ul style="list-style-type: none"> • Transportation Security Administration • U.S. Customs & Border Protection • Immigration & Customs Enforcement 	a. Market/advertise using recruitment brochures, social media, traditional print media and online outreach sources which reflect more diversity.



					<ul style="list-style-type: none"> • U.S. Coast Guard • Federal Emergency Management Agency • Federal Law Enforcement Training Center • U.S. Secret Service 	
Federal Emergency Management Agency (FEMA) participation in the Colorado State University (CSU) Career Fair	Annual (Late Autumn)	Denver Metro/Colorado		NA	Patricia Howell, 303-202-8906, FEMA	a. Improve diversity recruiting by meeting students from underrepresented groups and leaders of diversity student organizations. b. Forum to post open announcements & internships opportunities on the CSU database (accessible by all students, alumni, and faculty).
Federal Emergency Management Agency (FEMA) Training Activity—The E0390 Integrating Emergency Management Education into Your Institution course—Provides information about emergency management and the benefits of and resources available in integrating EM course offerings.	Offered annually to HSIs, TCUs, and HBCUs	The Nation's Minority and Minority-Serving Institutions	Since 2010, EMI has trained 60 representatives of Hispanic Serving Institutions	\$532 per participant per year through the EMI Student Stipend Program.	Lillian Virgil Chief, Mitigation Branch Emergency Management Institute, (301) 447-1490	a. Participants leading within their institution in initiating an emergency management course or launching an emergency management certificate or degree program in their school. b. A more diverse population of emergency management professionals who reflect the communities in which they live and work.
Federal Emergency Management Agency (FEMA) participation in the LULAC Emerge	2/24/2016	Unknown	Unknown	N/A	Marleny Estevez, (202) 746-0732, FEMA	a. Increase the percentage of FEMA employees identifying as Hispanic from 5% to 16.3% to match the United States Civilian Labor



Conference						Force.
Federal Emergency Management Agency (FEMA) Los Angeles Community College Tour	12/8/2015-12/10/2015	132,601 (as of 2012)	70,555 (as of 2012)	N/A	Marleny Estevez, (202) 746-0732, FEMA	a. Increase the percentage of FEMA employees identifying as Hispanic from 5% to 16.3% to match the United States Civilian Labor Force.
Federal Emergency Management Agency (FEMA) participation in Vision y Compromiso	12/18/2015	4000 promoters	Unknown	N/A	Marleny Estevez, (202) 746-0732, FEMA	a. Increase the percentage of FEMA employees identifying as Hispanic from 5% to 16.3% to match the United States Civilian Labor Force.
Federal Emergency Management Agency (FEMA) participation in Los Angeles Chamber of Commerce Diversity and Inclusion Fair	12/9/2015	225	Unknown	\$550	Marleny Estevez, (202) 746-0732, FEMA	a. Increase the percentage of FEMA employees identifying as Hispanic from 5% to 16.3% to match the United States Civilian Labor Force.
Federal Emergency Management Agency (FEMA) partnership with Beacon Media	December 2015	1,626,507	666,867	\$625.00	Albert Martin, (202) 215-1886, FEMA	a. Increase the percentage of FEMA employees identifying as Hispanic from 5% to 16.3% to match the United States Civilian Labor Force.
Transportation Security Administration (TSA) participation in Hispanic Chamber of Commerce Employment Business Fair	10/30/14	1,000	Indeterminate	N/A	Noel Velez noel.velez@tsa.dhs.gov 571-227-1525, TSA	a. This is the 12th annual job fair sponsored by the Hispanic Metropolitan Chamber of Commerce in Portland, OR. b. Last year over 50 organizations participated.
Transportation Security Administration (TSA) participation in the 4th Annual College and Career Expo presented by 100 BMSF and Miami Dade	10/30/14	6,000	Indeterminate	N/A	Noel Velez noel.velez@tsa.dhs.gov 571-227-1525, TSA	a. The 100 Black Men of South Florida hosted a career and college fair and asked Congresswoman Wilson to sponsor the event.



County Public School						
Transportation Security Administration (TSA) participation in the HAPCOA (Hispanic American Police Command Officer Association) Annual Conference	12/2-4/14	1,000	Indeterminate	N/A	Noel Velez noel.velez@tsa.dhs.gov 571-227-1525	a. TSA attends this event yearly to target the Hispanic community.
Transportation Security Administration (TSA) participation in the NYC Bilingual and Diversity Job Fair	4/1/15	500	Indeterminate	N/A	Noel Velez noel.velez@tsa.dhs.gov 571-227-1525	a. This event is in support of TSA's Diversity Initiative and Hispanic recruitment strategy.
Transportation Security Administration (TSA) participation in the Hispanic/Latinos Professionals Association (HLPAs) Job Fair	4/29/15	1,000	Indeterminate	N/A	Noel Velez noel.velez@tsa.dhs.gov 571-227-1525	a. HLPAs is the largest professional Latino organization in the country with over 25,000 members. b. Several government and law enforcement agencies attend this event annually.
Transportation Security Administration (TSA) participation in the St. Augustine College Annual Spring 2015 Job Fair	5/1/15	1,638	1,422	N/A	Noel Velez noel.velez@tsa.dhs.gov 571-227-1525	a. St. Augustine College is an independent, bilingual (dual-language) institution of higher education with emphasis on those of Hispanic descent; to strengthen ethnic identity; to reinforce cultural interaction; and to build a bridge to fill cultural, educational, and socio-economic gaps.
Transportation Security Administration (TSA) participation in the DC Bilingual and Diversity	5/20/15	400	Indeterminate	N/A	Noel Velez noel.velez@tsa.dhs.gov 571-227-1525	a. This event is in support of TSA's Diversity Initiative and Hispanic recruitment strategy.



Job Fair						
Transportation Security Administration (TSA) participation in the National Latino Peace Officers Association (NLPOA) 2015 Annual Training Institute and Convention	6/17-20/15	250	Indeterminate	N/A	Noel Velez noel.velez@tsa.dhs.gov 571-227-1525	a. The goal of NLPOA is to promote equality and professionalism in law enforcement by providing its members and members of the community with career training, conferences and workshops to promote education and career advancement, mentoring, and a strong commitment to community service.
Transportation Security Administration (TSA) participation in the 2015 League of United Latin American Citizens (LULAC) National Convention & Exposition	7/8-10/15	20,000	Indeterminate	N/A	Noel Velez noel.velez@tsa.dhs.gov 571-227-1525	a. LULAC is the largest and oldest Hispanic organization in the United States. LULAC advances the economic condition, educational attainment, political influence, health and civil rights of Hispanic Americans through community-based programs operating at more than 900 LULAC councils nationwide. b. The organization involves and serves all Hispanic nationality groups.
The U.S. Secret Service Outreach Branch (ORB) attended the Hispanic American Police Command Officers Association (HAPCOA) 41st Annual Training Symposium in San Antonio, TX.	Dec 1 – 5	HAPCOA is the oldest and largest association in the U.S. of Hispanic American command officers	75	\$1,000 booth fee	SA Leslie Herrera 202-406-7540	a. The objective was to recruit a diversified applicant pool for careers with the USSS, to include Special Agent; Uniformed Division Officer; Administrative, Professional and Technical positions; and, the Pathways internship programs. Students were provided with information



		from law enforcement and criminal justice agencies at the municipal, county, state and federal levels				regarding the application process, hiring procedures and required training. USSS ORB personnel also liaised with HAPCOA members, many of whom are active in local chapters across the U.S. and Puerto Rico. USSS representatives promoted the various career opportunities within the Service.
The U.S. Secret Service Outreach Branch (ORB) participated in an outreach effort at The University of Texas at San Antonio (UTSA)	March 24	Hispanic Network Magazine placed UTSA on its annual list of Best of the Best universities in the U.S. as a higher education institution for its outreach and accessibility to the Hispanic/Latino, African-American, veteran and female populations.	20	No cost associated with this event	ISA Michelle White 210-308-6220	a. The objective was to recruit a diversified applicant pool for careers with the USSS, to include Special Agent; Uniformed Division Officer; Administrative, Professional and Technical positions; and, the Pathways internship programs. ORB personnel presented career information to students in the UTSA criminal justice program who participated in Federal Week, to include information regarding the application process, hiring procedures and required training.



		UTSA is a leading HSI with an enrollment of 53% Hispanic student population				
The U.S. Secret Service Outreach Branch Outreach Branch (ORB) embarked on a recruitment outreach tour in the San Juan area of Puerto Rico. USSS ORB hosted a series of information sessions at an army base and colleges/universities designated as Hispanic Serving Institutions (HSI). The tour culminated in a Career Fair opening ceremony welcoming the students and faculty in attendance.	April 27 – 30	Ft. Buchanan Army base; University of Puerto Rico at Carolina, Universidad Interamericana, Universidad del Sagrado Corazon, Universidad metropolitana of Cupey, and Universidad Politecnica	500	No cost associated with event	SA Leslie Herrera 202-406-7540	a. The objective was to recruit a diversified applicant pool for careers with the USSS, to include Special Agent; Uniformed Division Officer; Administrative, Professional and Technical positions; and, the Pathways internship programs. Students were provided with information regarding the application process, hiring procedures and required training. Due to an exceptional response to the tour, the USSS ORB received over 300 resumes for potential applicants.
The U.S. Secret Service Outreach Branch Outreach Branch (ORB) participated in an outreach effort at the Hispanic Latino Professionals Association (HLPAA)	April 29	HLPAA matches the Nation's Top Hispanic / Latino Talent with America's	200	\$2,495	SA David Stefanich 202-406-7540	a. The objective was to recruit a diversified applicant pool for careers with the USSS, to include Special Agent; Uniformed Division Officer; Administrative, Professional and Technical positions; and, the Pathways internship programs. ORB



		Best organization s by identifying and listing quality organization s who are currently hiring and have a commitment to Diversity & The Hispanic / Latino Community.				personnel provided interested applicants information regarding the application process, hiring procedures and required training.
The U.S. Secret Service Outreach Branch (ORB) attended the National Latino Peace Officer Association (NLPOA) Conference in Miami, FL	June 17 - 19	NLPOA promotes equality and professional ism in law enforcement by creating a fraternal/pro fessional Association that provides its members and members of the community	75	\$995	SA Leslie Herrera 202-406-7540	a.The objective was to recruit a diversified applicant pool for careers with the USSS, to include Special Agent; Uniformed Division Officer; Administrative, Professional and Technical positions; and, the Pathways internship programs. USSS ORB personnel also liaised with NLPOA members and promoted the various career opportunities within the Service.



		with career training; conferences and workshops to promote education and career advancement; mentoring; and, a strong commitment to community service.				
The U.S. Secret Service Outreach Branch (ORB) attended the League of United Latin American Citizens (LULAC) National Convention and Expo in Salt Lake City, UT.	July 8 - 10	The LULAC is one of the oldest and most widely respected Hispanic civil rights organizations in the U.S., with 132,000 members in 37 states. The mission of LULAC is to advance the economic condition,	1,000	\$2,000 booth fee	SA Leslie Herrera 202-406-7540	a. The objective was to recruit a diversified applicant pool for careers with the USSS, to include Special Agent; Uniformed Division Officer; Administrative, Professional and Technical positions; and, the Pathways internship programs. USSS ORB personnel liaised with top leaders from the government, business and the Latino community as well as Hispanic professionals seeking employment opportunities.



		educational attainment, political influence, housing, health, and civil rights of the Hispanic population of the U.S.				
<p>U.S. Secret Service attended meetings for the following organizations--</p> <p>Tri-County Regional Hispanic Chamber of Commerce – Dallas, TX: Outreach, Recruiting Programs, Professional Opportunities</p> <p>Veterans in Business – Dallas, TX: Outreach, Recruiting Programs, Professional Opportunities</p> <p>Texas Veterans Commission – Dallas, TX: Outreach, Recruiting Programs, Professional Opportunities</p> <p>Rockwall Breakfast Rotary Club – Rockwall, TX:</p>	<p>Items 7 – 12 Hispanic Employment Program Manager Jorif attended monthly meetings for these 6 organizations January 4, 2015 through September 30, 2015</p>	<p>Emphasis has been placed upon establishing a database wherein all U.S. Secret Service employment opportunities are disseminated via email blasts to a Hispanic network of nearly 200 individuals, businesses, and corporate entities.</p>			<p>Clarence L Jorif Senior Special Agent Hispanic SEPM U.S. Secret Service – Dallas FO clarence.jorif@uss.s.dhs.gov y (972)868-3160 / (213)435-8050 125 E John Carpenter Fwy #300 Irving, TX 75062</p>	<p>a. Interactive and informative presentations provide an overview of the U.S. Secret Service and promote awareness of the professional opportunities available within the organization.</p> <p>b. Veteran outreach has been incorporated into this program due to the number of veterans returning to the Dallas/Ft Worth area.</p> <p>c. Hispanic veteran involvement and interaction is sought, but all veterans are contacted and provided notification of the potential employment opportunities.</p> <p>d. The impact of the Tri-County Regional Hispanic</p>



WHITE HOUSE INITIATIVE
ON EDUCATIONAL EXCELLENCE FOR HISPANICS

**FEDERAL INTERAGENCY WORKING GROUP ON
EDUCATIONAL EXCELLENCE FOR HISPANICS**
Fiscal Year 2015 Education Data Plans

Outreach, Recruiting Programs, Professional Opportunities						Chamber of Commerce is far reaching with 19 local Hispanic chambers and 12 International Hispanic chambers.
American Business Club – Northwest Dallas Chapter – Dallas, TX: Outreach, Recruiting Programs, Professional Opportunities						e. The bottom line is to promote the recruitment and hiring of Hispanics while seeking the best overall candidates to provide diversity to the U.S. Secret Service.
Hispanic American Police Command Officers Association – San Antonio, TX: Outreach, Recruiting Programs, Professional Opportunities						